

Teacher Shortages

Rob Monson

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What We Know About Teacher Shortage

1.REAL

2.PREDICTABLE

3.ONLY GOING TO GET WORSE

“I believe the perception among many in South Dakota is that the only places that struggle to find teachers is our rural schools. We are seeing that this is not the case.

The other perception is that it is only the disciplines of Math and Science that are hard to fill.

Our latest survey tells a far more challenging story. When you have a AA school that is still looking for a teacher to fill an English position in June, we have bigger problems than most South Dakotans believe”

Rob Monson, Executive Director for School Administrators of South Dakota.

“We Know the best way to improve education is to put excellent teachers in front of students.

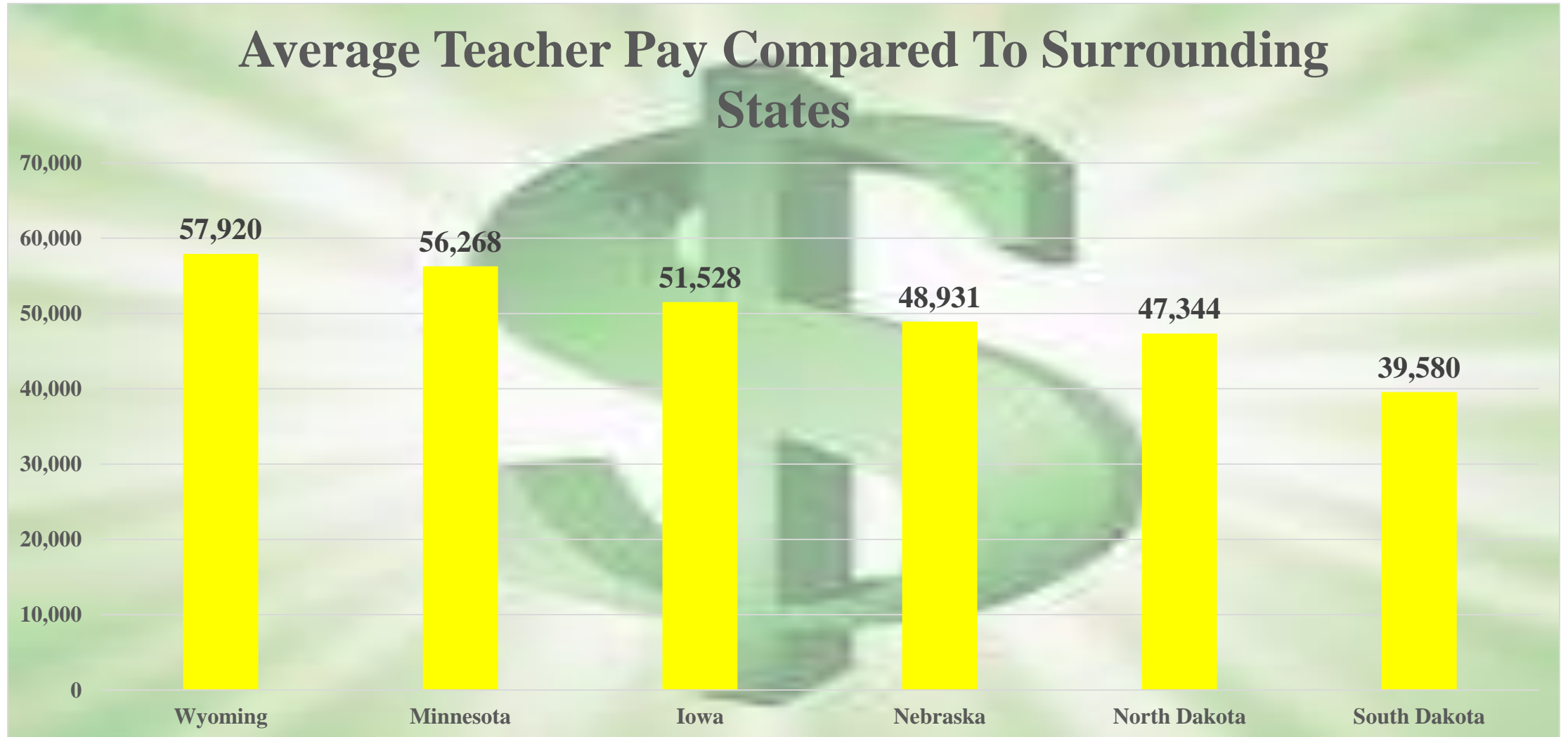
Our biggest concern now is in some schools we can't find a teacher to put in a classroom.”

Rob Monson, Executive Director for School Administrators of South Dakota.

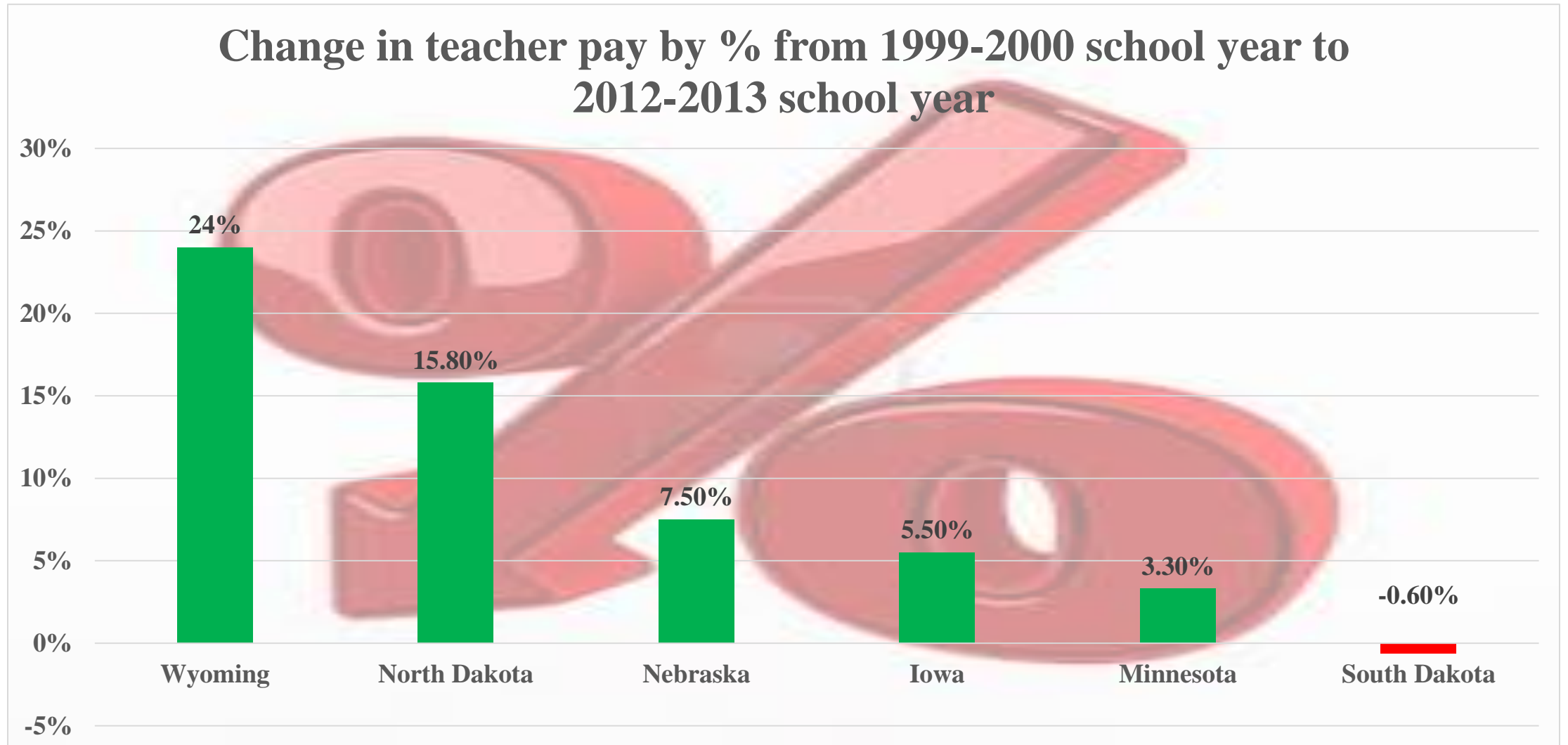
LATEST PRESS RELEASE

- 80% of districts reported alarming results
- Most positions are typically filled by the end of May
- 238 positions were still open at the end of May – nearly 30%
- 62 Math positions open – 29 still needed to be filled
- 64 English positions open – 21 still needed to be filled
- 43 SPED positions open – 14 still needed to be filled
- Districts are finding it **EXTREMELY DIFFICULT** to recruit and retain school personnel. They are being lured away by more lucrative contracts in other states.

AVERAGE TEACHER PAY



Percentage Change Of Teacher Pay



JUST HOW BAD IS IT?

Difference in Average Teacher Pay

• North Dakota	- \$7,800
• Nebraska	- \$9,351
• Montana	- \$10,419
• Iowa	- \$11,948
• Minnesota	- \$16,688
• Wyoming	- \$18, 340

3% Increase Comparison

• South Dakota	39,580	X	3%
	1,187.40		
	40,767.74		
• North Dakota	47,344	X	3%
	1,420.32		
	48,764.32		

At this rate we can't even keep the gap equal!

What Will It Take?

- Substantial money to stay even
- More to close the gap
- We took a BIG step backward 4 years ago
- To fix it immediately.....
 - Hold your breath.....
 - About 80 Million ongoing money on top of the normal Per Student Allocation
- We continue to fall further behind, and without a major effort we will never get caught up

Work Force Shortages

- Appreciate the focus on CTE – however.....
- You don't fix a rattling engine by putting new tires on the car
- Work force development starts earlier in the education process
 - Kindergarten

Work Force Shortages

- We are seeing the shortages in the schools
- We know the best thing for academic achievement is great teachers in front of students
- In 10 years someone will ask the question “What happened” to our student achievement and work force preparation?
- We will be able to point back to what’s happening today and what happened the past four years

The 3 S's

- Shortages
- Solutions
 - Reinstate Retire-Rehire as a short term fix
 - Dedicate a special tax to education
 - Increase sales tax by ½ cent dedicated to education
- Sellable
 - Post voting surveys showed a willingness to help education

School Findings

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